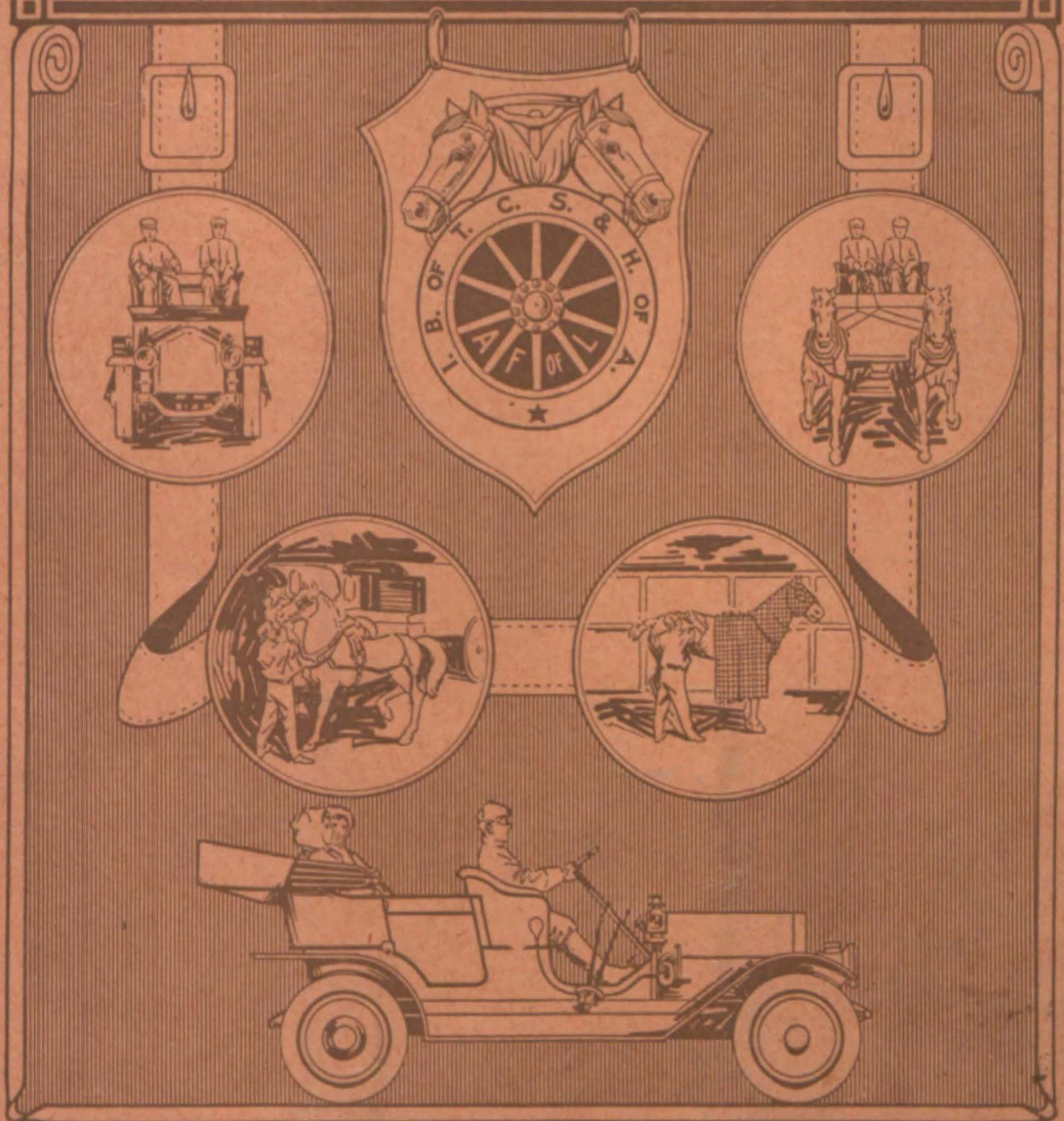


AUGUST, 1915

OFFICIAL MAGAZINE  
INTERNATIONAL BROTHERHOOD  
TEAMSTERS • CHAUFFEURS  
STABLEMEN AND HELPERS  
OF AMERICA





The Union Label Products Trading Association, located in Room 527, World Building, New York City, is a new strictly union mail order house, carrying everything that a man needs as far as wearing apparel is concerned, and everything they carry bears the union label. In fact, they will not handle anything but union-made goods. Their representative visited our office a few days ago and asked that we give the matter some publicity for the benefit of our membership. They will furnish you garters, suspenders, shirts, clothing, hosiery, neckties, and all the other little things which you can not find in your home town that are strictly union made and bearing the union label.

You can write them for a catalogue and it will be furnished to you free of charge. This is a mail order house—the first and only one in existence in this country where the union man or his friends can get anything they desire bearing the union label at the same price, if not at a better price than you are paying for non-union goods in your own district. At least, the secretary of the local should send for a catalogue and hold same for the benefit of the membership of his local. It is our duty to purchase union-made goods and thereby help the trade unions employed in the several industries.

This concern will not handle anything that does not contain the Union Label. Write for a catalogue.—Ed.



# — OFFICIAL MAGAZINE — INTERNATIONAL BROTHERHOOD OF TEAMSTERS CHAUFFEURS STABLEMEN AND HELPERS.



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Number 9

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## OFFICIAL CONVENTION CALL

To the Officers and Members of Affiliated Local Unions—Greetings:

Acting in conformity with Section 5 of our constitution, you are hereby notified that the Ninth Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America will convene in the city of San Francisco, Cal., on Monday, October 4, 1915, at 10 o'clock a. m., for the purpose of considering such business as may legally come before it. You are therefore instructed to proceed to elect delegates to represent your local union at said convention in accordance with our International laws.

Basis of representation—Section 6: "Each local union having two hundred members or less shall be entitled to one representative and one delegate for each additional two hundred members or majority fraction thereof, but in no case shall a delegate have more than one vote. No proxy votes will be allowed."

Section 8: "Each local union shall pay the expenses of its delegates to the convention. All moneys due the International Brotherhood, whether by per capita tax or otherwise, must be received at least three days prior to the opening of the convention, except where a local union has been on strike for one or more



months prior to the opening of the convention and is financially unable to meet its liabilities, its delegates may be seated regardless of whether or not the per capita tax has been paid."

Also see Sections 7, 9, 11 and 12, pertaining to conventions and representation.

"No local union that owes back per capita tax as found by the General Auditor, or those who are in arrears for current per capita tax for more than two months will receive credentials until such time as all per capita tax and all arrears have been paid."

The sessions of the convention will be held in the Knights of Columbus Hall, situated at 150 Golden Gate avenue. This hall is in the immediate vicinity of the hotel district, where sufficient accommodations can be secured for all delegates who attend the convention.

Trusting that your local union will be represented at this convention, and with best wishes and kindest regards, permit me to remain,

Fraternally yours,

THOMAS L. HUGHES,  
General Secretary Treasurer.

### EVERYONE IS HELPFUL



N the old days on the Father of Waters when the skipper saw the river rising and the driftwood increasing, he promptly ran the nose of his stern-wheeler into the soft bank and tied up as best he could.

The skipper knew what high water and driftwood meant; he was "floodwise," and didn't propose to take any chances; he knew that if he remained in the stream that it was only a question of moments when he would shatter one or several paddles or run against a partially submerged tree, which would more than likely leave as a memento of its passage a large hole, through which one Father of Waters would flow until it became master of the situation.

With her nose into the bank and her stern down stream, the skipper banked his fires and bided his time until the waters ceased their troubled passage and normal conditions prevailed; when conditions warranted, he went on his way and saved time by losing time, paradoxical as that may seem.

In our vast membership we have many members who are not "floodwise;" they persist in remaining in the turgid waters, and before they fully realize what has happened they have discovered that they are not making up-stream progress; they find themselves involved in "driftwood" and probably wonder how it all happened and how in creation are they going to cut loose from entanglements which retard. With our members, who in the main are a happy-go-lucky bunch, they are serving what may be called unwarranted mental servitude; they have enlisted without signing documents, yet are a part of an indifferent army which knows it is traveling, but whence they know not.

Most of these soldiers carry the impression that they are an unimportant unit, that no one expects from them anything but acquiescence in what someone else suggests; they do not think nor do they try to solve the why or whereof of things which concern them.

Their mental servitude is truly unwarranted and it is no reflection on them to say that they have forgotten that they possess the neces-



sary "wheels" to make such continued servitude unnecessary.

One can be quite as impotent as his think-works will permit him to be, if the habit of concluding that you are valueless takes a good grip, fastens itself on you with rivet-like closeness; it will take more than a verbal torpedo to shatter such a self-estimate. Men should occasionally tie up to the bank and permit the driftwood to float by—to get out of their brain-boxes erroneous ideas of their self-impotency—to discard useless and clogging material which has prevented clean and sensible thought. The safety-first warnings are quite appropriate to many of us—Stop—Look—Listen, in fact to that trinity we would add Think.

If you are one of the members who are inclined to conceive that your individual effort is unimportant in the matter of aiding your

local and your International to thrive and prosper, to increase and spread its beneficent influences throughout the catering industry, you are making a serious mistake. Your local began its existence with about a dozen members; had they concluded as you have, that there was no need for them to co-operate one with the other, your union would be among the missing and our International would hardly be among the leaders of the American labor movement.

Get away from the mental conclusion that you are useless; wade into the affairs of your local; become interested; be one of the members who know what your local is endeavoring to achieve. Be one of its workers and lessen by one the army of "Let the other fellow do it." Get Flood-wise.—Mixer and Server.

### WICKERSHAM AGREES WITH ORGANIZED LABOR



GEORGE W. WICKERSHAM, United States Attorney-General during President Taft's administration, agrees with organized labor

that the Clayton law removes trades unions from the anti-trust act and prohibits the issuance of injunctions, in certain cases, by Federal courts.

Mr. Wickersham's opinion appears in the American Federationist, July issue, and is reprinted from the Alumni Register of the University of Pennsylvania with the consent of the author of the Alumni Register.

The ex-Attorney-General's reference to President Gompers indicates his views of organized labor, and emphasizes the declaration of this trained lawyer that the American Federation of Labor won the

world's greatest legislative victory when Congress declared that "the labor of a human being is not a commodity or article of commerce."

Mr. Wickersham frankly states that the trade union movement has reversed the legal principles which made the hatters' decision possible, and that, as far as the Federal anti-trust laws are concerned, workers can no longer be enjoined for withholding their patronage or advising others to do so. Neither can damages be recovered against them because of such actions. This, Mr. Wickersham terms "the Gompers' conception of liberty"—a public notification that he is not in sympathy with declarations by Congress on this subject.

He says, in part:

"But these enumerated acts include substantially all of such acts as constituted the cause of action in the Danbury hatters' case, and



therefore labor organizations in the future may use the boycott as a weapon in a dispute between employer and employes without danger of interference by injunction or liability in damages by reason of the anti-trust laws of the United States. That is, certainly so far as regards employers engaged in a dispute concerning terms or conditions of employment, there can no longer exist under the laws of the United States a right of action on their behalf to recover damages suffered by them by reason of any individual or individuals, singly or in concert recommending, advising or persuading their regular customers, or any other person or per-

sons, by peaceful means not otherwise unlawful (such for instance as might amount to extortion or libel), to withhold patronage from them.

"It is therefore apparent that the labor organizations have secured a statutory reversal of the principles of the decision in the Danbury hatters' case and the legalization of the boycott as a lawful instrument to insure the dominance of organized labor, thus substituting the Gompers' conception of liberty for that of the Declaration of Independence, the constitution of the United States and Abraham Lincoln."—Labor Advocate.

### CONGRESSMAN BUCHANAN'S VIEW OF WAR



SINCE the sinking of the Lusitania, I have seen grave danger of this country becoming involved in the European war, and whenever and

wherever I have had the opportunity I have exercised my influence to create a sentiment against it. I have talked with many trade union officials and others and find that the people are almost unanimously opposed to war.

I was officially connected with the trade unions until about nine years ago and I am still a member of the union, associating with union men to some extent, and when I exert my influence, as I have been and am doing in the direction of peace, I feel that I am not only in accord with the sentiments, aspirations and hopes of the great wage-working masses of our country, but am also certain that I am representing their best interests. At one time I had hoped that through labor organizations, of an international character, there would be a sufficient degree

of unity of action and solidarity among the wealth producers of the world to prevent a conflict such as has been going on in Europe for the last ten months, but it would now seem like a ghastly joke to contend that unity, solidarity and brotherly regard exist among the workers of the world. This is not a war of class against class, but of the masses against the masses.

Never before have I been so bitterly disappointed in my hopes. The best that can be said of the wage workers of Europe is that they were taken unawares; that labor organizations had no time to gather their forces and assert their principles to resist the convention prejudices and patriotic enthusiasm born of delusions many generations old. If labor had prevented the war in Europe through means of solidarity, it would have won universal applause; its bitterest foes would have eulogized labor. No triumph on the battlefield would have compared with such an achievement. Of all the victories of peace in history, such a victory would have been the greatest. Above the inhumanity of crowned



heads, the humanity of labor would have shown like a star. However, the war in Europe makes the idea of unity and solidarity not less desirable and beautiful, but even more appealing. Its failure in this crisis should bring forth a stronger and renewed effort on the part of the workers to meet the trials yet to come so that the next time they will not be taken by surprise.

It is appalling when one thinks of the magnitude of this terrible conflict in Europe. It is estimated that it has cost \$17,000,000,000, with a loss of life of about 5,000,000 men, to say nothing of the destruction of property and the loss in the stoppage of production, which no one will be able to estimate. From my point of view, the worst is yet to come, because when the ravages of disease, due to this terrible slaughter, start running rampant over the war-stricken countries the awful results are beyond the power of imagination.

I have seen the grave danger of this country becoming involved in war since the *Lusitania* was sunk and President Wilson sent his note of May 13th to Germany. The loss of innocent lives, among them women and children, appeals to any humane person's sympathy and disapproval. But there is war in Europe and such things demonstrate again that as General Sherman said, "War is hell." The action of Germany in the *Lusitania* case was brutal; but was it any more brutal than is the action of the allies in preventing Germany from securing foodstuffs for the purpose of causing a condition of hunger and starvation, not confined to men alone, but including women and children, in order to force Germany to surrender? I disapprove of both methods. I repeat that I deeply regret the loss of life and the sinking of the *Lusitania*, but from my way of thinking it is no greater offense against

the flag and the rights of the citizens of this country than the campaign of the Rockefeller system against the mine workers of Colorado. The mine workers were deprived of their right to go to the Government postoffice for their mail. Their houses were entered and robbed and their children were beaten when their parents were away from home. Men were jailed because they dared to stand for their legal and constitutional rights; women and children were killed by guns brought in through the instrumentality of the Colorado Fuel and Iron Company, which was directed by Mr. Rockefeller. Now we have quite a spectacle. Mr. John R. Lawson, leader of the miners, who never harmed any one, has been convicted and sentenced to life imprisonment by a lawyer of the Colorado Fuel and Iron Company, appointed judge evidently for the purpose, and by a framed-up jury consisting of gunmen and other enemies of the miners' union, while John D. Rockefeller, Jr., is parading as an eminent business man and philanthropist—Lawson the convict; Rockefeller the saint.

I am called an ultra-radical because I denounce such methods as undemocratic and in direct conflict with a Republican-Democratic form of government, and I plead guilty to the charge if that is what constitutes ultra-radicalism. I feel that I can realize in some small degree what it would mean for this country to become involved in the European war. It would mean the placing of the flower of the manhood of the working people of this country as targets for the guns and ammunition of Europe (perhaps manufactured by the patriotic merchant princes and captains of industry, who interpret the "general welfare" to mean the "welfare of the dollar nobility"), and perhaps the slaughtering of



the toilers by the tens and thousands, together with the piling up of a war debt of several billions of dollars, which would bear heavily upon the backs of the wealth producers of this country, since they would have to pay for it. I can see absolutely nothing to be gained by becoming involved in this war. I have never heard any one say that there is any conflict in Europe between Democracy and Bureaucracy and Autocracy. No one attempts to say that this conflict on either side is being waged for the rights of men. In fact, both sides of the conflict deny responsibility for it. I am strongly convinced that the masses of people on neither side of this war know what they are fighting about.

Since I have been a member of Congress I have exercised my influence, with some degree of success, to have this Government manufacture its own war munitions, not only because it gives the workmen more work and better working conditions, but because the Government also secures better supplies by such procedure, and last but not least, when we stop the large profits that are now being secured by the "war munitions trust" and the "armor-plate ring" we will stop one of the strongest forces that creates and fosters a military spirit, which leads to wars and is largely responsible for the awful conflict that is now on in Europe.

Some say that I am unnecessarily alarmed about the danger of this country becoming involved. I would like to point to the condition that existed last summer in regard to Mexico. War was practically declared because the dignity of a few of our enlisted men and a naval officer had been offended by Huerta. And, who was Huerta? So far as this country was concerned he had never been recognized as being anything except a

brutal assassin, representing a band of cut-throats. But Huerta was required to salute the flag, get out of the country, or else the United States proposed to wage war on the people of Mexico. At the time the matter was put before the House of Congress, it was a question of voting for what was practically a declaration of war or voting to disapprove of the action already taken by order of the President of the United States.

Will the working people of this country, in face of the horrible object lesson being taught them in Europe's war-cursed zone, show the unity of action and solidarity necessary to prevent this country from becoming involved in a similar terrible slaughter, especially when there is nothing to be gained and everything to be lost by engaging in such questionable action? Let all who believe in peace be true to themselves and their fellow-workmen and exercise their influence to crystallize that sentiment in opposition to war, into an active force that cannot be denied, and will, when the opportunity offers itself, operate to the preservation of American neutrality and bring about an equitable and peaceful termination of the present war in Europe.

I am not for "peace at any price," but I am opposed to war unless it is to prevent invasion of this country or to fight for the rights of men or democracy against autocracy. I have been and intend to continue to exercise whatever forces I can to prevent this country becoming involved in war until the danger I see has been eliminated, no matter how or by whom I am criticised for it. I feel that I owe this to the labor people of the country.

I have received all the honors that my organization has the power to extend to any one. I have received better support in campaign



time from the wage-earners than any man who has ever been in politics. I consider that I am only responding to the call of duty when I see grave danger confronting the masses of the people of this country, the wage workers, and warn them against such a danger. This I intend to do to the best of my ability, and in doing so I am only following the dictates of my conscience.

To meet the demands of the hour organized action was essential. Labor being the one element in human society, in an efficient state of organization and in full sympathy with the preservation of peace at home and the establishment of peace abroad, was appealed to for assistance in the establishment of an institution dedicated to the attainment of universal peace. As a result of the pioneer efforts put forth, Labor's Peace Council, of Chicago, was brought into being and issued a general call for a peace congress of labor's forces to be held in the city of Washington, D. C., June 22-23, 1915.

The program to govern the council's further activities was based upon resolution No. 159, adopted by the American Federation of Labor in convention assembled in Philadelphia, 1914, which read as follows:

"Resolved, By the American Federation of Labor, in Thirty-fourth annual convention assembled, that all patent rights for arms, munitions and other equipment to be used for war purposes should be acquired by the Government, and all such equipment should be manufactured in Government establishments."

And in addition to the foregoing, further action calling for an extra session of Congress to immediately consider the promotion of universal peace, and the organization of local branches of Labor's

National Peace Council in not only the large metropolitan centers, but in every city, town and village that can muster a sufficient number of peace advocates to establish a local council.

Lack of space forbids going into minute details of the wonderful opportunities confronting organizations of this character in their labor of social reconstruction.

A pamphlet is being prepared that will anticipate every possible question that might arise in the minds of those honestly interested and eager to engage in a work that will earn not only the gratitude of the American Nation, but also the fervent, heart-felt commendation of all neutral countries, while to the belligerents engaged in the conflict it will signify a heaven-sent chance to end a hell-inspired slaughter that offers profit to none but the organized dollar's representative who places wealth above human lives and progress.

If you, dear reader, are interested sufficiently to aid in this work by lending your efforts to establish a local council in your home, write a letter or postal inquiry to Labor's National Peace Council, Briggs House, Chicago, Ill., and a reply will follow by return mail.

Remember actions speak far louder than mere empty words; you are confronted with an opportunity to not only safeguard your own interest and the welfare of those you love and cherish, but also to advance world civilization. Will you help in this work or stand by with folded arms expecting others to not only do their share, but yours as well?

No one can answer this question but yourself.

You are either for peace or war; declare yourself, for now is the time.

FRANK BUCHANAN,  
President Labor's National Peace Council.



## CHILD LABOR IN THE SOUTH

When I consider what remains to be done for the protection of the children of North and South Carolina, I am forced to conclude that up to the present we have not progressed very far. North and South Carolina have a larger per cent. of child workers in the manufacturing industry than any other State in the country. If the persons engaged in these industries should march by, every ninth person would be a child under 16. These children leave school forever at 12—often younger in North Carolina, where there is practically no enforcement—to work eleven hours a day in our factories.

Public opinion grows slowly and law halts behind public opinion. The people of these States as a whole deplore the conditions under which children are working, and yet it is my firm belief that neither North Carolina nor South Carolina if left to herself will enact any real child labor legislation within the next eight years. The cotton manufacturers as a class are actively opposed to all such legislation. They have dictated, can dictate what our laws regulating the employment of children shall be. Every one of our best Governors has declared for legislation on this subject, but when the bill comes up the legislative halls are crowded with child employers and they win. You need not be surprised that our Senator Overman blocked the Palmer-Owen bill. He knew that his re-election depended upon it. The Commissioner of Labor is now making an effort to enforce the law in North Carolina, and I look for him to be enjoined from further activity in this direction or to be defeated at the next election. He is playing with fire.

One difficulty is the fact that the mills of the South are new and have brought prosperity for which, unfortunately, people are often will-

ing to pay any price. Our men who build cotton mills believe that no mill can be successfully operated without children under 14, and they are certain no mill can run if an eight-hour day for children under 16 prevails. There is only one way to get these children out of our mills and that is for the national Government to do it.—Wiley H. Swift.

## FOOD FOR THOUGHT

After investigations by the State Industrial Commission, that body declares it costs Ohio working women \$7.94 to live in decency and comfort. The investigation was limited to females over eighteen years, native Americans, and "those having the American standard of living." Only women living away from home and earning less than \$12.00 a week were surveyed.

To maintain the so-called "American standard," these women spend an average of \$7.94 a week, divided as follows:

Food and shelter, \$3.96; clothing, \$1.94; laundry, 12c; car fare, 20c; health, 25c; recreation and amusement, 34c; fruit, soda and candy, 8c; education (books, papers, music, etc.), 9c; church and charity, 11c; stamps and stationery, 5c; association dues, 2c; insurance, 10c; gifts, 31c, and incidentals, 37c.

To reach these conclusions, twenty-six cases were surveyed in Cincinnati, thirty-seven in Cleveland, twelve in Columbus and sixteen in Toledo. The average income of the women investigated is: Cincinnati, \$8.34; Cleveland, \$8.23; Columbus, \$8.00, and Toledo, \$7.81.

Living expenses in the four cities run: Cincinnati, \$8.22; Cleveland, \$8.25; Columbus, \$7.99; Toledo, \$7.71. In Cincinnati the woman worker has a weekly surplus of 12 cents over living expenses; in Toledo, 10 cents surplus; in Columbus, 1 cent deficit, and in Cleveland, 2 cents deficit.



# EDITORIAL

(By Daniel J. Tobin.)

IT is strange how men become thoroughly dissatisfied with their working conditions as soon as they become members of the union. Of course, the union is established for no other purpose than to uplift men; that is, we believe by raising the standard of wages and reducing the long hours of toil, that we will make men better. If you make men better their homes are better; there is more peace and content in the family as a result of higher wages. This is what we mean by uplifting. But joining a union today, or forming a union today, does not mean that you can bring about the changes necessary tomorrow. Your new union is an institution that must be carefully nursed, faithfully watched, and gradually strengthened. The least mistake it might make may mean disaster, so that when men first join a union, or when they form a union, they must wait until that union develops; until they have the largest portion of the men in the district working at their craft in the union, or belonging to the union and have sufficient means whereby they may be able to maintain themselves should they become engaged in a struggle. Unfortunately too many unions are lost because of premature action, and something along this line can also be said about the unions that are already formed. It is really funny to hear an individual who belongs to the union say—what good is the union to us unless we can get what we are asking for? These same men, about five or eight years ago, before they joined the union, were working for anything they could get. It is safe to say that they were working for five or six dollars less per week than they are getting now. The union has gone on year after year getting them better working conditions and an increase in wages. If something should happen this year, or next year, or the year after, whereby the union would be unable to procure everything that these men ask for, the first word out of their mouths would be, what good is the union, anyway—we could get the same wages if we did not belong to the union. A short time ago while working in a certain city on a wage scale I was disgusted to hear a remark of this kind made by a man whom I knew was working for \$40.00 a month, or less, before he joined the union, but who is now getting \$80.00 or \$90.00 a month and other concessions, absolutely as a result of the wonderful power of his local union. This year, because the union could not get him the impossible thing that he desired, he made the above remark. It was about as much as I could stand to hear him talk that way, because ingratitude is the greatest sin that a man can be guilty of, and there is no more disgusting ingrate than the man who has obtained conditions through his union and just as soon as some little thing happens that does not suit him, make the remark, what good is the union to anyone. Of course, as stated before in our former writings, some of those individuals may be detectives in disguise, working for the employer, and may be paid for creating discontent. We have proof that such conditions exist. We hate to think that any of our members would be guilty of this kind of business, but we know for a fact that every organization of labor has a monster of this kind among their membership, and especially where a union is strong and healthy



and amounts to something. The employer regards it as a business proposition to keep spies in a union, men who will create discontent and trouble. They believe they are justified in breaking up the union; that the union is a menace, and some of the fish and flesh, crawling, creeping things that call themselves men, sell out to the employer and become spies and detectives, and promise to use their best efforts toward creating discontent in the organization and bringing suspicion upon the officers.

So do not expect your union to do the things that are impossible. We never want men to become absolutely satisfied, because if men were to get to that stage there would be no further progress in life. As a result of discontent, ambition to go ahead is created. The human race must continue to be ambitious or have a desire to better themselves, or civilization would not advance. Our unions would be useless institutions were our members to become absolutely satisfied. But this does not mean that men must not use common sense and understand that there are reasonable and unreasonable sides to the question, and sometimes the employer gets to the point where he cannot do better; that is, that the industry will not stand further expense. And this is true in many organizations outside of ours. In many cities the printing trades and some of the building trades have reached the maximum wage for the time being, and there must be new developments before employers in certain of those industries can go any further toward shortening the hours or increasing the wages of their employees. Some of us perhaps think that there is no such thing as a union going too far in a question of wages and hours. In the average this would be true, but in the extreme it is not true. Industrial conditions in our country today are such that it would not take much to put several large concerns now doing business out of business permanently. Unfortunately the good employer is made to suffer more often than the bad employer. Because of the actions of the bad one, we are sometimes forced to squeeze the good one, but those things will all right themselves in time. Education of the working classes as well as of the employers will mean that undoubtedly a time will come when both sides will sit down and reason these things together. Justice must obtain as a result of such conferences. In the meantime our object in writing this is to try and induce our people to look at the question from both sides, and even if sometimes you feel as though you are not getting all that is coming to you, it may be better for you to be patient than to rush unprepared into a conflict, such as a strike sometimes means, that would cause you to lose your employment and your union.

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**T**HE employers read our Journal, so do college professors and men in public life. In nearly all colleges today there are departments of economics. There are certain classes that are making a study of economics, or of labor and capital, or of the high cost of living, etc. Nearly every college of importance in this country requests that we mail them our Journal each month for the benefit of the institution. The Employers' Association reads everything that we write, and when I say we, I mean all the magazines published by labor organizations. There are about one hundred monthly and weekly journals published by labor unions. Every now and then we are confronted



with a statement that has been dug up from one of our old issues by some public man and very often by some of our employers. Recently while in Cincinnati discussing a wage scale the employers in question presented me with a copy of our Journal where the writer stated the position of organized labor toward arbitration, and I want to reiterate the statement that organized labor stands for honest arbitration where same can be obtained. Let it be distinctly understood, however, that there are two kinds of arbitration and also that there are certain fundamental principles that the labor movement cannot arbitrate. For instance, in this particular city the question of our jurisdiction came up before the employers. The General President refused to consider arbitration on this question, as he might just as well agree to arbitrate the right of our International Union to form unions. Our jurisdiction has been defined by the convention of the American Federation of Labor, and any part of it we do not intend to arbitrate with employers. There is another question that unions go in and arbitrate on and we must advise them against it, and that is the question of union shop. Every board of arbitration that we know of, and every employer in the land that we know of will decide that the union shop, or what is commonly called the closed shop, is unconstitutional and should not be forced on the employer. We do not intend to arbitrate this question, because we know beforehand that the arbitration is going to be against us, and where our union is sufficiently strong enough to make the employer agree to the union shop we intend to get it, and we will refuse to arbitrate the question. We had occasion once before to refuse arbitration, in the case of the Packing House Teamsters of Chicago. We knew that we could not get honest arbitration because of a previous experience, where we felt we were double-crossed, as the common expression goes. For your information I will recite the incident. In 1911 the Packing House Teamsters endeavored to secure an increase in wages amounting to about \$1.00 per week. The employers refused to grant their request. The men voted to take it to arbitration. The employers accepted. Both sides were to appoint an equal number of men to represent them, who were to choose a chairman or arbiter, the fifth man, we will say. Both sides were deadlocked as to the selection of an arbiter. Finally they got down to the names of two men. The packing house representative contended for their man and the union representative contended for their man, so they could not agree. Finally it was suggested that the two names be written on a piece of cardboard and placed in a hat and the name contained on the first piece of cardboard pulled from the hat was to be the arbiter. This was done, and Tom Cavanaugh, a team owner of Chicago, secretary of the Team Owners' Association, associated years ago with John C. Driscoll and C. P. Shea, represented the packing house industry in this controversy, and he was selected, or it was agreed, that he was to pull the name out of the hat, so he did put in his hand and pull out the name, and what name do you think he pulled out? It is hard to guess, but by accident he pulled out the piece of cardboard bearing the name of the man who was favorable to the employers, and he of course decided everything against the union, although the Packing House Teamsters were about the poorest paid teamsters in Chicago. The packing house industry was the one institution that could well afford to pay better wages to their drivers, as financial records had proven conclusively that Armour & Co., Nelson Morris & Co., and other such institutions were making millions of dollars in profits



each year. The men took their medicine and abided by the decision of the arbiter. Now, there is a possible chance that one of those pieces of cardboard might have had a secret mark on it, which might have helped Tom in pulling out the slip, but anyway, we will give him the benefit of the doubt and say that it was an accident, but we are also justified in saying that we have our doubts about the accident, and when their scale expired two years afterward, in 1913, the General President went there to take part in the proceedings. After the men had voted to go on strike, and the strike had been approved by the General Executive Board, he attended the conference between both sides, and when the representatives of the packing house industry again offered arbitration he was forced to take the unpleasant position of refusing arbitration. We knew if we accepted arbitration in this case that it would mean a repetition of what transpired previously; at least we knew that they would deadlock in their selection of an arbiter, and our great philanthropic employers were indeed mortified to think that the head of our International Union could, or should, refuse arbitration, when in many of his writings he had advocated arbitration. This incident we call to your mind for the purpose of trying to prove to you that there are instances when we cannot accept arbitration. We refused it a few weeks ago in Cincinnati, when we found that unless we had a union shop our union could not survive, and we finally got the union shop, and we believe it will be better for all concerned in that city. There are times and places where we are forced to accept any kind of an offer that is made to us, and this is where we have weak unions, that are only half existing, without any life in them, or without any fighting spirit in the men; so you see the necessity of having a strong, healthy, active union, composed of interested, up-to-date, wideawake members. If you have a union that is strong enough to get what you ask for, the employers will listen; but if you have only half a union, you must be satisfied to take what you can get. So build up your union so that it will be able to stand back of your committee when they are arguing in an endeavor to obtain better conditions for your membership.

**Y**OU must have noticed within the last few days where the Ford automobile concern of Detroit, Mich., is about to refund to the parties who have purchased Ford cars within the last year, a sum of money, amounting to about \$25,000,000. The cause of this action is this—that Henry Ford stated some time last year that if there were three hundred thousand cars of this make sold within a year, he would refund a certain bonus to the purchasers. The fact is, there has been a considerable number over and above three hundred thousand sold in the year, therefore, the company is going to make good its promise. Ford and his company we care nothing about. We merely call your attention to this fact to show that here is a concern that is returning of its own free will to its patrons, or to the parties who have purchased their goods, within the last year, millions of dollars, an amount sufficient to make wealthy over one thousand individuals—twenty to twenty-five millions of dollars. Ford could have kept this money if he desired to do so. How much profit do you suppose he has kept for himself, if he is returning, without compulsion or force, the sum of \$25,000,000 to those who have purchased cars of his concern? If one



concern can make this amount of money in one year, how much money do you suppose other large concerns are making, whom it is safe to say, have larger profits, and how many of them have you ever heard of returning money to the people from whom it was obtained? We do not agree with Mr. Ford's welfare plan, neither are we trying to give him any credit for the establishment of the eight-hour day or the minimum wage of \$5.00 per day. Some of the things we see in the papers about this concern are not true. There are people working in the Ford establishment for less than \$5.00 per day. The great majority working there obtain that amount or more and as to the eight-hour day, Ford is wise enough to know or understand that under his present system of speeding up, that it would be impossible for a human being to work longer than eight hours a day and be able to appear on the job continuously. The welfare plan of all of these welfare workers or promoters is usually planned with a deep-laid motive, which is for the purpose of alienating men away from their unions, or preventing the formation of a union in that industry. The steel trust, when it issued stock to its employes at a nominal price, had no other object in view than to bind those men to work for the concern, or, in other words, hold their good will and keep them from striking. Post, who at one time was the greatest enemy of organized labor, had a welfare plan working in Battle Creek, Mich., where he established a club house and other institutions. He even preached the law of God and the duty of men one toward the other in Battle Creek, in order to hold up his institutions so that other employers might do the same thing and prevent an organization of labor in their midst. However, we have this much to say about the Ford concern, that it is doing something, in returning money to those who are not working for it, who have merely purchased its cars, something that has never been done before. We do not read of the beef trust giving back any part of the money that it has extorted from people for years nor the flour trust, which raised the price of flour over \$2.00 a barrel just as soon as war was declared. It is not thinking of refunding this money. We are glad that the Ford company is bringing down the prices of automobiles, so that in time we expect them to get down to \$50.00 or \$75.00 and all ordinary working men will be able to purchase one for the pleasure of the members of their families. The only regret that we have is that each machine turned out means a greater consumption of gasoline and greater profits for the Standard Oil Company, which has no hesitancy in holding all it gets and refusing to refund any of its profits to those from whom it is obtaining money year after year. The hundreds of thousands of cars turned out each year means greater consumption of oils, which are the product of the Standard Oil Company, which is absolutely unscrupulous in its methods of dealing with the people. In the city of Boston it charges three or four cents a gallon more than it does throughout the State of Illinois, or in Indiana or Ohio, although it is easier for it to ship oil to Boston than to Indianapolis.

We noticed in the papers a few days ago that there was a big strike among the employes of the Standard Oil Company in Bayonne, N. J. They were mostly foreigners who belonged to no organization, but were being encouraged by the Industrial Workers of the World. It was rather a mob strike, but those human beings were entitled to better conditions than they were obtaining. Instead of John D. Rockefeller treating them with fairness before going on strike or immediately afterward, his lieutenants or superintendents called for the assistance of the city and State



and many lives were lost—a disgrace to humanity. There was no talk about dealing with the representatives of the men, or the men themselves in an endeavor to establish peace and harmony in the district—no talk of refunding some of the profits to the men working for that concern.

These are matters that it is well for us to think over. Why do large, wealthy employers oppose the establishment of unions? Why do nearly all employers oppose labor? Why are we called agitators, disturbers, everything but honest men, we, who are trying to organize the workers of our country? Simply, because the labor union means less profits for the employers and better conditions for the men. It means that the union will educate its membership up to the standard of American citizenship and see that the men get a square deal. This is why employers' associations are fighting us all the time. But the union will and must live, because it means our only chance towards making ourselves and our families better in the future.

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THE other day when passing through Bridgeport, Conn., the little city you have read so much about lately and in which is located the Remington Arms Manufacturing Company, I saw that everything was quite peaceable. Undoubtedly you have heard about the so-called statement that German money was employed in an endeavor to create a strike in this plant and other plants of a similar nature in Bridgeport. I want to say, in my opinion, there was nothing in this statement. President Gompers has since denied that he ever made this statement, but that he referred to the longshoremen's strike which was contemplated or in existence before the Bridgeport strike, and used a general term, which was, that he had evidence that the German government emissaries were endeavoring to create discontent in one labor union he knew of, but that he did not have the Bridgeport concern in mind. In talking the matter over with Vice-President Kepler, whom I met in New York a few days ago, he said that the situation was as follows: The machinists working for this concern in Bridgeport were working a nine-hour day, and in many instances a ten-hour day and for lower wages than the union machinists were getting generally throughout the country; that, of course, they were anxious to thoroughly organize the plant and establish union conditions and they took advantage of the conditions now existing, because the concern has large contracts to fill and are working the men night and day in order to fulfill their contracts.

No one can blame the machinists' union officials for doing as they did. Perhaps if the war did not exist they could not organize the Remington employes. This concern is a prominent member of the National Manufacturers' Association, whose members swear against the recognition of any union. They are contributors to the fund that maintains the manufacturers' association, which is established principally for the destruction of labor unions.

On the day that the strike was ordered, the employes did not fully respond, because as it was explained, Major Penfield ordered the guards to compel the workers to remain in the plant and not let them outside of the gates at noon time when they were supposed to quit work, and had lunch served them in the building, conveyed to them through an under-



ground tunnel which connects with a restaurant. Major Penfield was working under orders or instructions, as the concern did not want the men to go into the union, but it did tell its employes that the eight-hour day would be established and the men would have their wages increased, in many instances, to the amount of \$1.00 per day, so you will see the men were coaxed to stay in the plant and continue at work, which they did, but as a result of the agitation they obtained the conditions which the union desired for them. However, the manufacturers' association rejoiced and called the strike a fizzle, as did the newspapers of the country, but the fact still remains that the agitation carried on by the organizers of labor, and especially the machinists, is responsible for establishing the eight-hour day and an increase in wages for those engaged in that industry. We have since learned that the proper labor officials have obtained from these manufacturers a written statement that the same conditions will prevail and continue after the war is over. It is all right with us—let the manufacturers' association have its little rejoicing, let it pat itself on the back and say that labor organizations do not run the business of the country and this strike called against this concern in Bridgeport was only a great big bluff. We will agree with them in so far as we do not attempt to run the business of the employers of the country, but we will not agree with them that the situation in Bridgeport was a fizzle and amounted to nothing, because the results show that the men are working an eight-hour day, which we contend is long enough for any machinist to work, or for any other workingman of our country to work, and that the union is responsible for this condition prevailing in this concern in the little town of Bridgeport. Connecticut, as a whole, is poorly organized and there were only a few working in the Remington concern who were organized, and they had not been members very long, and there are a number employed there who never belonged to a union, but it is safe to say that they are today rejoicing that it was the union that brought about the change in their working conditions which will also mean better conditions for the families of those workers.

### EVIL WORDS

An idle word may be seemingly harmless in its utterance, but let it be fanned by passion, let it be fed with the fuel of misconception, of evil intention, of prejudice, and it will soon grow into a sweeping fire that will melt the chains of human friendship, that will burn to ashes many cherished hopes, and blacken more fair names than one. What burns deeper than a bitter word? What is more desolate and destructive than a malicious tongue? There is no keener pain than that which bitter words inflict. The human tongue is as sharp as a knife and it stings like a scorpion.

If we could bring ourselves to consider when we are speaking with an evil tongue that it is a flame of hell that is burning within us, would we not be more likely to close our mouths and quench the flame? Would not the dread forethought strike us dumb? — Charles A. Dickey.

In its broad purposes organized labor seeks the endowment of general welfare. In its practical fulfillments it cuts down unreasonable hours of toil, increases wages and elevates conditions.—Trade Union News.



# CORRESPONDENCE



## FITCHBURG, MASS.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—As we have not had anything in the Journal for some time, I would like to say that Local No. 473 is progressing, but having rather an uphill fight. However, we are gaining a little each month. We are now trying to settle a slight difference between the team owners and brewers who are having their beer handled by non-union drivers. From the results reported at our last meeting we have gained a lot of ground on that special question, and we hope to have every beer handler wearing our button before we give up.

We are now preparing for a big Labor Day celebration and in which we hope to make the other union crafts open their eyes at our excellent showing.

Hoping to see this letter in our monthly Journal, I am,

Fraternally yours,

ALFRED L. CAISSE, Rec. Sec.

## CHICAGO, ILL.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—The trustees of this local have just finished auditing the books of our organization, and I thought it would be a good time to write an article to be published in our monthly magazine for the benefit of our sister locals who are not using the International system of bookkeeping. A little over a year ago Local 738 was in debt for \$4.20 and for years before that we just kept our heads above water. On June 7, 1914, Brother Briggs put the International system of bookkeeping into use in our local and, after one year of this

system, note the effect: Bills paid, \$668.80; balance in the bank, \$603.25. Our local has a membership of less than one hundred and the dues are 75 cents per month.

I hope that the locals that are not using our system will do so in the future, as I know it will benefit them as it has us.

With best wishes for yourself and success for the International, I remain,

Fraternally yours,

GEO. W. COPPS,

Rec. Sec. No. 738.

## SCRANTON, PA.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I want to compliment you on your editorial in the July issue of the Magazine. I think it timely and to the point. In my opinion there is no greater detriment to any organization or business institution than to have in it a man, or men, who carry tales to the boss. It is questionable if there is a more despised or more degraded whelp, or whelps, living than the man, or men, who will try to lead others into making statements in order to have something to carry to the boss or the man who employs him. As a rule the tale bearer is a belly-crawling, whining, spineless fellow, as devoid of principle as the wretch who lives upon woman's shame. I agree with you that our International as well as the locals that comprise the International must be run on a business basis. M. E. KANE,

Business Agent No. 229.

He who will not reason is a bigot; he who cannot is a fool, and he who does not is a slave.—Byron.



While in Boston the other day I talked with the representatives of our several local unions and they all seem very enthusiastic about the convention. The coal teamsters have already elected their delegates—Brothers Fall, English, Lynch and Donovan. The unions in that district are in splendid shape. The milk wagon drivers are presenting their wage scale asking for an increase in wages.

Every union in the district is sending its full quota of delegates to the convention.

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I met Auditor Briggs in New York a few days ago and he seems to be in splendid shape. He is there undergoing treatment and he expects to be entirely well by the time the convention comes around.

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Our unions in New York City are not having an over surplus of prosperity, due principally to the number of men out of work as a result of the European war which has affected the Trans-Atlantic steamer business and other industries, and as usual, when there is no employment there is no life in the organization.

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Brother Farrell, who was laid up sick in a Cleveland hospital a few days ago, is again on his feet and working through Ohio and Michigan.



Official Magazine  
of the  
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of Teamsters, Chauffeurs  
Stablemen and Helpers  
of America

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